

1696

BULLETIN OF THE MISSOURI
STATE TEACHERS ASSOCIATION
VOL. V NO. 4a



E.

G.

General Officers and Committees for 1920

General Officers

President, Geo. Melcher	Kansas City
First Vice-President, Miss Beulah Brunner	Maryville
Second Vice-President, C. E. Chrane	Boonville
Third Vice-President, Mrs. Clara E. Graham	Charleston
Secretary-Treasurer, E. M. Carter	Columbia

Executive Committee

H. L. Roberts, Chairman	Cape Girardeau
George Melcher, Ex-Officio	Kansas City
Miss Lydia D. Montgomery	Sedalia
Miss Elizabeth Buchanan	Kansas City
Miss Lizzie L. White	Nevada
A. L. Threlkeld	Chillicothe
P. P. Callaway	Moberly

Committee on Teachers' Salaries and Term of Office

C. A. Phillips, Chairman	Warrensburg
C. H. Williams, Secretary	Columbia
A. H. Cooper	Maryville

Legislative Committee

J. D. Elliff, Chairman	Columbia
Hon. S. A. Baker	Jefferson City
Dr. James Stewart	St. Louis
Eugene Fair	Kirksville
Miss Genevieve Turk	Kansas City
Guy H. Capps	Monett
M. B. Vaughn	Montgomery City
J. F. Botts	Lancaster
C. E. Burton	Piedmont

Committee on Sources of Larger Revenue

Isidor Loeb, Chairman	Columbia
R. S. Douglass	Cape Girardeau
J. W. Withers	St. Louis

Committee on Professional Standards and Ethics

Miss T. C. Gecks, Chairman	St. Louis
John B. Boyd	Springfield
Mrs. Arla B. Williams	Memphis

Constitutional Convention Committee

W. H. Black, Chairman	Marshall
W. S. Dearmont	Cape Girardeau
Wm. P. Evans	St. Louis
I. I. Cammack	Kansas City
Miss Martha M. Letts	Sedalia

Reading Circle Board

Mrs. Margaret Squires	Columbia
T. E. Spencer	St. Louis
C. A. Burke	Harrisonville
George Melcher, Ex-Officio	Kansas City
Sam A. Baker, Ex-Officio	Jefferson City

BULLETIN MISSOURI STATE TEACHERS' ASSOCIATION

VOL. V—No. 4a

E. M. CARTER, *Editor*

DECEMBER, 1919

Official Organ of the State Teachers' Association; published quarterly in January, April, July and October, under the direction of the Committee on Publications and Publicity of the Executive Committee.

Entered as Second-Class matter October 28, 1915, at the Post Office at Columbia, Missouri, under act of March 3, 1879.

Annual membership dues, \$1.00 per year; 50 cents of which is to cover cost of the Bulletin. Subscription price to non-members, \$1.00 per year.

To Members:—If you change your address, please notify Secretary E. M. Carter, Columbia, Missouri, giving your old as well as your new address. Address all communications to E. M. Carter, Secretary, Columbia, Missouri.

Next Meeting M. S. T. A.—Kansas City Nov. 11-13, 1920

Let's make it 21,000 in State and District Associations This Year

This Issue

This Christmas Number of the Bulletin is issued in order to bring to every teacher in Missouri the New Constitution of Missouri State Teachers' Association, the Resolutions passed at the St. Louis meeting, the Report of the Legislative Committee, Suggestions on the organization of Community Teachers' Associations and also some important facts about salaries that every teacher and every school board member in Missouri should know. Teachers will please keep this number as it will serve as a handbook of general information and can be profitably consulted from time to time.

100 Percent

Everywhere

The following is the slogan of the Missouri State Teachers' Association for 1919-1920: "Every teacher in Missouri a member of the M. S. T. A.—Every County completely organized—Every teacher a member of a local organization."

We are all very much gratified at the splendid response which the teachers are making to the call for 100% enrollment everywhere. Already more than 13,000 have joined forces and it is hoped that within a short time we may add the other 7,000 to the membership roll, thus making it 100% everywhere. Very important committees on Teachers' Salaries, Legislation, Sources of Larger Revenue and Professional Ethics have been appointed by the Executive Committee and are NOW AT WORK. The committees express the hope that they may have back of them the full teaching force of the State. By the united efforts on the part of all teachers a great deal can be accomplished for the good of the teaching profession and the boys and girls of Missouri. Teachers may enroll at the \$1.00 fee which will pay their dues to the end of the fiscal year, June 15, 1920.

It is a pleasure to note that Community Associations are being rapidly organized in the towns and counties. If your county is not completely organized, please take up the question at once.

Program 1920

President Melcher and the department chairmen are already at work on the program for the Kansas City convention, November 11, 12, 13, 1920, and are arranging an excellent program which will be of vital interest to all teachers of Missouri.

**A Word
From
State
Superintendent
Baker**

State Superintendent Baker makes the following important suggestion:

"To the Teachers and School Officials: Mr. E. M. Carter, Secretary of the State Teachers' Association has sent out a letter embodying suggestions for organizing Teachers' Associations under the new constitution of the Missouri State Teachers' Association. I wish to give my endorsement to the suggestions Mr. Carter has made.

"The State Teachers' Association is entering upon a new era in its work, and this new constitution which has been adopted will result in much good to the teachers of the state and to the cause of education generally, provided the teachers take hold of the movement with energy and determination to make the most of the opportunities presented by this constitution. As State Superintendent of Schools, I wish to urge the county superintendents and the city superintendents and teachers generally to call meetings and organize Community Teachers' Associations at once. First, for the purpose of arousing interest in the work of the association, and more particularly to bring about a one hundred per cent enrollment of the teachers of the state as members of the State Teachers' Association. Those who are not already members of the association, you will note from Mr. Carter's letter, may become members by paying the enrollment fee of \$1.00. This will satisfy all the requirements until the end of the fiscal year, June 15, 1920.

"Organize these Community Teachers' Association at once and report to Mr. Carter what has been done. If it is not too much trouble the State Superintendent of Schools would also be glad if you would notify him as soon as you have perfected your organization."

**Teachers'
Salaries**

Following is an interesting note from Chas. H. Williams, Secretary Committee on Salaries, M. S. T. A., Columbia:

"To the Teachers of Missouri: Your Committee on Salaries has had a preliminary meeting and is now making investigations into salaries paid in Missouri and in neighboring states. It will be able to submit a tentative report early in January. It will stand squarely behind the resolutions for better salaries adopted at the State Teachers' Association, but in addition it will recommend a minimum annual salary below which no teacher in the State of Missouri should contract and will also recommend that proper recognition be given to experience and skill in teaching. The salaries recommended will represent a large increase over those paid at the present time. The Committee will ask all the teachers of the State to stand firmly together in the effort to obtain this advance.

"In order to accomplish anything worth while, it will be absolutely necessary for practically all the teachers of the State to join their Community Associations and act together. United effort will undoubtedly bring immediate improvements. Accordingly, as secretary of the Committee on Salaries, I am taking this opportunity of asking all the teachers to do their part. If properly supported, the Committee will not fail in the task assigned to it. Do not wait until February or March to form your Community Associations. Do it now. Delay will mean lack of effective cooperation next spring.

"Fourteen thousand out of the twenty-one thousand teachers of the State have already joined the State Association and are rapidly organizing Community Associations. The other seven thousand should get into line at once. You who make up the fourteen thousand should take every opportunity of urging them to do so. It is their duty to join with us now. They will share in the results and should be willing to do their part of the work. Let us make a determined effort for twenty-one thousand members before spring. Let us make it possible for the teachers of our State to live and prepare themselves for their work. Let us put Missouri on the map educationally before next summer."

SUGGESTIONS FOR ORGANIZING COMMUNITY TEACHERS' ASSOCIATION UNDER THE NEW CONSTITUTION MISSOURI STATE TEACHERS' ASSOCIATION

(Note: Whenever the word "teachers" is used in the article below all county superintendents, superintendents, principals or persons in other supervisory or administrative positions are included.)

I. WHO MAY BECOME MEMBERS OF THE COMMUNITY TEACHERS' ASSOCIATION

Teachers are eligible to become members of a Community Teachers' Association provided they are members of the Missouri State Teachers' Association and District Associations. If they are not yet members for the present year, they may become members by sending their enrollment fee of \$1.00 to E. M. Carter, Secretary-Treasurer, Missouri State Teachers' Association, Columbia, Missouri. No other fee is required until the end of the fiscal year, June 15, 1920.

II. COMMUNITY TEACHERS' ASSOCIATIONS IN COUNTIES

(a) *First Plan*: A single Community Teachers' Association for the teachers of the county may be formed. In this case the Community Teachers' Association and the County Teachers' Association would be identical, providing that all teachers are members of the State Teachers' Association and District Association. It is strongly recommended that those teachers who have not yet become members of the State Teachers' Association and District Association should do so at once so that the whole teaching force of the county may become identified with the Community Teachers' Association.

(b) *Second Plan*: Two or more Community Teachers' Associations may be formed by the teachers of the county. In such cases each city that has twenty-five or more teachers may form a Community Teachers' Association composed of the teachers of that city, together with the teachers of the neighboring rural schools that are convenient to that city. The teachers of any town or village with less than twenty-five teachers may, together with the teachers of the surrounding rural schools form a Community Teachers' Association provided the total membership is twenty-five or more.

(c) *General Recommendations*: In the organization of a Community Teachers' Association in any county, the teachers should so group themselves that they can meet conveniently. These community Teachers' Associations should form the local center for various kinds of professional activities. Since there should be at least four or five meetings of the Community Teachers' Association annually, and since it may be found that more frequent meetings are advisable every teacher should become a member of that Association which she can reach most easily. She may teach in one part of the county and live in another part and may prefer to belong to the Community Teachers' Association near her residence rather than one near her place of teaching. It must be borne in mind, however, that a teacher can belong to

only one Community Teachers' Association and that must be in the county in which she teaches.

III. OFFICERS OF COMMUNITY TEACHERS' ASSOCIATION

The officers of the Community Teachers' Association shall consist of a chairman, vice-chairman, and secretary-treasurer who shall hold office until the third Saturday in September, 1920.

IV. NAME OF COMMUNITY TEACHERS' ASSOCIATION

It is suggested that the following name be applied to each Community Teachers' Association:

No.....Community Teachers' Association of
(To be filled by
Sec'y. M.S.T.A.) (Town or County)

V. WHAT TO DO FIRST

As the county superintendent is the legal head of the schools of the county it is suggested by the Executive Committee that he take the initiative in organizing the teachers. The following suggestions are offered:

First: That he confer with the superintendents, principals, and teachers of the county and determine whether there will be one or more than one Community Teachers' Association for the teachers of the county.

Second: That whenever he can be helpful to teachers in selecting the most convenient Community Teachers' Association, he may suggest to each teacher the association to which he or she should belong or which he or she can reach most conveniently.

Third: That he suggest a date for the organization of each Community Teachers' Association, which date should be as early as can possibly be arranged.

Fourth: If possible the county superintendent should be present at the organization of each Community Teachers' Association or if impossible for him to be present, he should appoint someone to act as temporary chairman of the meeting.

Fifth: After the meeting is called to order, the first order of business is election of the following officers of the Community Teachers' Association, to serve until the third Saturday in September, 1920.

(a) Chairman, (b) Vice-Chairman, (c) Secretary-Treasurer.

Sixth: After the election of officers, the chairman should discuss briefly the purposes of the organization, the chief of which follow:

- (a) To give greater unity of action among teachers.
- (b) To give publicity to the urgent needs of the teaching profession.
- (c) To secure salaries adequate to meet the greatly increased cost of living.
- (d) To secure legislation needed to guarantee better educational opportunities for the boys and girls of Missouri.

(e) To cooperate with the Missouri State Teachers' Association in establishing and maintaining professional standards for teachers in the same manner as the organizations in other professions maintain their standards.

(f) To promote in every laudable way the general welfare of teachers.

(g) To promote the professional growth of teachers and to encourage educational progress in the community.

Seventh: At least twenty-five teachers are necessary to form a Community Teachers' Association. This number may be composed of those present and those who have by conversation or otherwise expressed a wish to join. In case there are not twenty-five or more present and pledged, a temporary organization with the above mentioned officers should be formed, the same to become permanent on the enrolling of the additional members. The officers should take immediate steps to secure the enlistment of additional members to make a total of at least twenty-five members, and send the membership fees of any additional members who have not previously enrolled as members of the State and District Teachers' Associations, at once to E. M. Carter, secretary-treasurer of the M. S. T. A., Columbia, Missouri, with the names of the officers and the names of all members of the Community Teachers' Association.

VI. COMMITTEES AT WORK

Strong committees on Teachers' Salaries, Legislation, Professional Standards and Ethics and Sources of Larger Revenue were appointed by the Executive Committee on November 22, 1919, and are *now at work*. The Executive Committee plans to have in the hands of each teacher in the state preliminary reports of some of these committees, including the Salary Committee, at an early date.

For further information, address E. M. Carter, Secretary-Treasurer, Columbia, Missouri.

STARVING OUT THE TEACHERS

The starvation salaries paid teachers in the country and in the smaller cities was commented on the other day in connection with the schedule for Anderson County, Kansas. What the effect of this policy will be is shown in the latest issue of the Toronto Globe, which carries three columns of advertisement of "teachers wanted," most of them for the province of Ontario. Three columns, one hundred and fifty teachers needed, and this in the middle of the year!

The reason is apparent in the salaries offered. Six hundred dollars, seven hundred dollars, nine hundred dollars a year for men and women who have spent years in training.

This sort of thing won't do. Young men and women of ability will not continue to prepare themselves for the teacher's profession if the community is not willing to pay a living salary to those in charge of the education of its children.—Kansas City Times, December 9, 1919.

SALARIES OF TEACHERS

(Arranged by the Executive Committee of the Missouri State Teachers' Association")

Teaching an Essential Industry: Public Education is neither a private charity nor a public philanthropy for education is as essential to democracy as is food and clothing. Public education in the United States is now facing a crisis. During the past five years, the cost of living has increased 80% to 100%. The wages of employees in the majority of occupations have been increased 75% to 150%. However, the increase in the salaries of teachers has been only 10% to 50%. The result of this is that thousands of trained, experienced and successful teachers are withdrawing from the profession and entering other occupations. Last year, 22% of the trained teachers dropped out of the profession. Worse than this is the fact that the low wages are failing to attract people to the teaching profession. While our colleges and universities are overflowing this year, our normal schools and teacher training schools of all kinds have a much smaller attendance than previous to the war. These teacher training agencies are now supplying only one-sixth enough teachers to fill vacancies. The further deplorable fact is that the brightest and best people are entering medicine, stenography, business and other forms of work that are more remunerative and normal schools and training schools are filled by second rate people or those people who, from a purely missionary spirit or a sense of social service, enter the profession of teaching. Since teachers are the molders of a nation's future, the democracy which desires a great future must use exceeding care to have its children taught by persons of the highest ideals and of the very best possible professional training. Such persons will not be attracted to teaching unless the public is willing to pay far more remunerative salaries than are now paid teachers. Men have been driven almost entirely from the elementary schools, and are being rapidly forced out of the high schools. If men are to be retained in high school, marked advances in salaries must be made.

Low Salaries to Teachers: At the present time, railroad employees are paid from 50% to 100% in excess of the salaries paid teachers. The workers of the two lowest paid groups in railroad service are better paid than teachers. In 1918, only two groups of railroad workers, "messengers and attendants," and "section men" received less than \$700 per year. "Messengers and attendants have a membership recruited largely from boys and cripples and old men" and thousands of the section workers are "illiterates and immigrants or cheap imported labor." Dr. Evenden in "Teachers' Salaries and Salary Schedules," Commission Series No. 6, N. E. A. Publication, Washington, D. C., says, "Thousands of these railroad workers have not completed the elementary school, thousands are unable to read or write, tens of thousands can not speak the English language and have to be supervised by one of their own nationality and yet they are better cared for financially than are the teachers of the nation." Even Pull-

man porters who are paid a low nominal salary with their tips and special concessions are fairly well paid. Many of them make more than \$1000 per year, a salary far better than the majority of teachers. However, teachers in order to earn the small compensations that they are paid are expected to have, in addition to the elementary school course, a four year high school course, two years of normal school training, and then are expected to continue their educational growth by attendance at summer school, teachers' meetings and associations, and by reading professional books and magazines. These professional standards are not too high, but the public must be willing to compensate the teachers for these extra expenses. Is it any wonder that it is difficult to secure teachers when bakers, hodcarriers, carpenters, plumbers, printers, blacksmiths, electricians, bricklayers, painters and machinists receive from 25% to 150% greater annual compensation than do teachers? The conditions in the rural schools are far worse than in the city schools. In Missouri, in 1918, 87% of the rural teachers were paid less than \$500 per year or less than \$10.00 per week for the year. The salaries of rural teachers this year are eleven per cent better than last year. What is 11% on \$500? Only \$55.00, and the cost for clothing for these teachers has doubled in the last three years and many of these rural teachers pay as much as \$30.00 per month for ~~house~~

Optimistic Outlook: It is encouraging, however, to note that all over the country, there is a movement to increase the compensation of teachers. The public is beginning to realize that the very stability of our government depends upon the intelligence of its citizens and that this intelligence can be maintained only by high grade schools in charge of well trained teachers. Last winter the Department of Superintendence of the National Education Association declared that the minimum salary of a trained teacher should be \$1000 per year. It is interesting to note that a large number of boards of education have already met this standard by establishing \$1000 as their minimum salary and many have placed the minimum higher, especially in the West.

Concrete Examples of Good Salaries: Portland, Oregon, has a minimum of \$1200 per year for its elementary school teachers and any elementary teacher who is a normal school graduate may in six years attain a salary of \$1800 per year. Seattle, Washington, has established the same salary schedule as Portland, Oregon. Two years ago, the minimum salary in Portland was \$800. Hence, in two years, Portland has advanced its minimum salary 50%. Two years ago, the minimum salary in Seattle was \$840. It is now \$1200, an advance of 43%. Salary schedules approaching this are very common in the western cities. The best salaries for teachers in the United States, at present, are in the West. The Superintendent of Idaho writes that many of the smaller places in Idaho have established a minimum salary of \$1000 per year. In Arizona, a bill was introduced in the Legislature providing for a minimum wage of \$1200 per year for any teacher in Arizona. Though this bill failed to pass, very few teachers in Arizona,

either in the rural schools or in the city schools, are teaching for less than \$1000 per year. Los Angeles reports a minimum salary of \$1100 for elementary teachers. Though the best salaries are paid in the western cities, the central states are making advances. Many cities in the Mississippi Valley are reporting a minimum salary for teachers in the elementary schools of \$1000 per year. Highland Park, Michigan, reports a minimum salary in the elementary school of \$1080 and a maximum salary of \$1560. Iowa has adopted a minimum law of \$80 per month for any normal school graduate and \$100 per month for any normal school graduate with two years of successful experience. This law applies to both rural and city schools. It is, indeed, very gratifying to note that the southern states are rapidly advancing salaries of their teachers although the salaries in the south are still low. The Superintendent of Mississippi writes "Some of our Local Boards of Trustees have made \$1200 per year a minimum for grade teachers and high school teachers. There is a tendency to put all such teachers on a twelve months' salary basis giving them thirty days off during the year." Note what the State Superintendent of Wyoming says: "We do not have a minimum salary law, but in a number of counties of our state there is a uniform arrangement whereby a minimum salary for rural teachers has been fixed. The minimum in three counties is \$90 per month and in Sheridan County the minimum is \$100 per month." The 1919 Legislature in the State of Oregon passed a minimum salary law which makes \$75 per school month the legal minimum for any public school teacher. Most of these facts are taken from Evenden's "Teachers' Salaries and Salary Schedules" pages 87-97, N. E. A. Publication. On page 22 of this Report you will find the following statement: "In some of the western provinces (of Canada) the shortage of teachers has become so acute that they are advertising in eastern Canadian papers for teachers, with a provincial government guarantee of \$840 as a minimal salary in rural schools."

Missouri Goals: It is such facts as these that led the Missouri State Teachers' Association at its November meeting, 1919, to make this statement—"The Missouri State Teachers' Association will regard *those teachers as professional who make contracts for the year 1920-1921 not lower than the following minimum:*

- a. High school graduates with professional training, \$600 per year.
- b. Holders of life certificates granted by normal schools, teachers' colleges, with equivalent of two years of college training, \$900 per year.
- c. Graduates of colleges with professional training, \$1200 per year.
- d. Teachers with experience who meet the above professional and academic requirements should contract at a rate not less than 10% more than the above minimum."

It does not seem just that any person who has spent six years beyond the elementary school course in preparing for the profession of teaching should be asked to give her services for less than \$1000 per year, or \$111.11 per month for nine months. \$1000 per year is

only \$19.23 per week for 52 weeks. It is less than many Pullman porters receive. It is less than is paid many railroad employees and coal miners who can neither read nor write the English Language. Shall democracy live or shall it perish because of its own shortsighted policy? How can Missouri hold her normal trained teachers at \$500 to \$600 when Canada and the West are offering \$800 to \$1000 for such teachers? She can not and is not doing so. Missouri sent last year one-third of the students who graduated from the normal schools, teachers' college and School of Education of the University to other states because they could not secure a living wage in Missouri. Since other states are increasing salaries for teachers much more rapidly than is Missouri the loss of trained teachers in Missouri will be far greater next year than ever before. Unless Missouri provides very great increases in salaries of teachers next year, the trained, experienced, and successful teachers will be forced out of the state in very large numbers and our schools will be filled by young, untrained, and incompetent teachers.

The facts given above are only a few of those gathered by Mr. E. S. Evenden. Mr. Evenden is Associate Professor in Educational Administration of Teachers' College, Columbia University, New York, and did much of the statistical work for the "Commission on Emergency in Education" of which Dr. Strayer of Teachers' College was Chairman. Therefore, these facts have the approval of the National Education Association. The publication from which these facts were taken "Teachers' Salaries and Salary Schedules" can be secured from the National Education Association, Washington, D. C. Price \$1.50.

SOME SIMPLE QUESTIONS

1. How many weeks in a year? 52.
2. How many weeks of each year must a teacher have food and clothing? 52.
3. How much per week is an annual salary of \$600? \$11.54.
4. How does this compare with that of a stenographer? It is far less. \$15 to \$35 per week are common salaries for stenographers.
5. How much per week is an annual salary of \$900? \$17.31.
6. How much per week is an annual salary of \$1000? \$19.23.
7. How much per week is an annual salary of 1200? \$23.08.
8. Which should be paid the more, the young woman who writes forty or fifty letters a day or the young woman who teaches forty or fifty boys and girls?
9. Which should be paid the more, the farm hand who cares for your stock or the teacher of the rural school who cares for and determines the destiny of your children?
10. Which should be paid the more, the rural mail carrier or the teacher of the rural school whose ideals are the most potent influences in the future of democracy and of American civilization?

The cost of living for a young woman in the large cities is now approximately \$1000 per year. Cost of living must be interpreted to mean the cost of room, board, clothing, laundry, recreation, and gener-

al incidental expenses. In the smaller towns and villages it is \$800 to \$900, and in the country \$600 to \$700. Hence, it becomes evident that no teacher, even in the rural schools, can teach for less than \$700 per year and consider that she is receiving a living wage. \$700 per year is \$87.50 per month for eight months or \$77.77 for nine months. Certainly \$75 per month should be a minimum salary for a rural teacher who holds a first grade certificate and has had a high school course.

What is the average weekly salary of a teacher in Missouri at the present time? Less than \$10.00 per week for 52 weeks.

DO YOU KNOW—

That the State of Oregon has a minimum salary law of \$75 per month for any teacher in the public schools of Oregon?

DO YOU KNOW—

That the City of Seattle, Washington, has a minimum salary of \$1200 per year for any teacher in her public schools?

DO YOU KNOW—

That none of the material in this Bulletin is copyrighted. Therefore, you are free to use any of the facts in this Bulletin in any way that will be helpful in your community?

DO YOU KNOW—

That you should get your local newspaper enlisted in the cause of better schools in Missouri? Give your editor some of the facts contained in this Bulletin.

DO YOU KNOW—

That the State Constitution of Missouri is UNFAIR to the country children; that it robs them of a high school course and one-third of their educational opportunities?

Write to your congressman and your state senator and urge them to support the Smith-Towner Bill. This bill carries a Federal Appropriation of \$100,000,000 for education. It will mean better schools and a better nation.

A rural teacher received \$500 for her services in 1914. This year, the same teacher will receive \$600 for her services. Has her salary been increased? The superficial answer would be "yes 20 per cent, or \$100." However, it happens that the \$600 which she now receives will buy only as much food and clothing as she could buy for \$300 in 1914. Therefore, her salary has actually been decreased 40 per cent. This is a typical illustration of what has happened to almost every teacher in Missouri. Teachers in Missouri are teaching today for 40 per cent less in food, clothing and the comforts of life than they received in 1914.

It requires \$80.00 now to buy the same amount of food and clothing that you could buy with \$40.00 in 1914. Since \$40.00 per month was considered a low salary in 1914, how should \$80.00 per month be considered now?

The Missouri State Constitution actually prevents any community in Missouri from educating its children. A tax limit of six and one-half mills on the dollar for educational purposes in the rural schools of Missouri is a "burning" shame.

REPORT OF COMMITTEE ON RESOLUTIONS

I.

We recommend that each town and city school system organize a Department of Hygiene that the health and strength of the children of the State may be developed and conserved. Moreover, we desire that such Health Instruction given by the teacher shall be motivated in such a way as to function in the formation of fundamental health habits; and that the children of the State may the better protect themselves against infectious diseases. We further recommend that Rural Schools organize committees of Hygiene as soon as possible in co-operation with Physicians of the vicinity. We recognize as especially valuable, the work of the Junior Red Cross as it is organized throughout the State. We commend most heartily, the health work which is being done by the Missouri Tuberculosis Society, and we most earnestly request the teachers of the State to co-operate with this organization in the MODERN HEALTH CRUSADE.

II.

We pledge ourselves to support most heartily, the Constitutional Amendment provided for the removal of the limits on taxation for Rural School purposes, and we express our sympathy with the movement which proposes to provide other means by a Constitutional Amendment for the same general purpose, including town and city schools, also for the purpose of affording relief to municipalities.

Because we regard good roads as absolutely essential to the development of Rural Schools, we endorse the proposed Constitutional Amendment authorizing the General Assembly to issue bonds to the amount of \$60,000,000 for the construction of a State System of Roads. We reaffirm our belief that a new Constitution is absolutely necessary for the State of Missouri, to promote the educational development in the State. We request the members of this Association to co-operate with all organizations which have for their purpose the securing of a new Constitution for the State. We urge the members of this Association to support candidates for state office, who pledge themselves to work and vote for a new constitution.

III.

Again we urge upon the General Assembly, consideration of the County Unit, as a plan for the organization of the public schools of Missouri, outside of independent city districts employing a superintendent.

IV.

We endorse the League of Nations.

V.

We recommend co-operation with the State Historical Society of Missouri relative to the observation of Missouri's first Centennial, and through this Society, call upon all factors in the State to conserve its historical data.

VI.

We recommend that the schools of Missouri continue to take part in the National Campaign for Education and Thrift and especially through food production, conservation of all property and the encouragement of the establishment of means for carrying out and emphasizing methods in saving, and in accordance therewith, ask that plans be devised for introducing in the schools the training that comes from the use of the savings bank.

VII.

The school house is properly the social center in every community, and should be made the place for the exercise of a large variety of social functions. We recommend that in the planning of all new buildings, this fact be kept in mind and that more and more the activities of the neighborhood gather about the school as a proper center for community interests.

VIII.

We recognize the important obligation of the schools of the State to use every possible means for training of the children in the ideals and habits necessary for good citizenship. We are not opposed to instruction in foreign languages in secondary and higher institutions of learning, but we believe that the highest interests of American citizenship demand that the elementary schools of the country should provide adequate instruction in the mother tongue.

IX.

We recommend such legislation as will provide for the abolition of the Third Grade Certificate, and will make provision for the granting of no certificate at a lower Academic level than graduation from a first class High School. We urge most earnestly that the County Superintendents of the State, aid in professionalizing the business of teaching by reducing through the regular Teachers' Examinations the Third Grade Certificate to the minimum number. We demand that the Special Certificate be not granted, except under the strictest interpretation of the law concerning the same. We do not believe that vacancies in rural or city schools constitute an emergency for the granting of Special Certificate.

X.

We recognize the fact that it is imperative to set some tentative standards concerning the salaries of teachers for their guidance as well as for boards of education. Therefore, for the year 1920-1921 we recommend the following, pending a more complete study of the problem:

The Missouri State Teachers' Association will regard those teachers as professional who make contracts for the years 1920-1921 not lower than the following minimum:

- (a) High School graduates with professional training, \$600 per year.
- (b) Holders of Life Certificates granted by Normal Schools, Teachers' Colleges, with the equivalent of two years of College training, \$900 per year.
- (c) Graduates of Colleges with professional training, \$1200 per year.
- (d) Teachers with experience who meet the above professional and academic requirements should contract at a rate not less than 10% more than the above minimum.

XI

The paramount educational problem in the State is the securing of additional revenue for the adequate support of the public school system. This may be done almost immediately by means of a proper assessment of all the property of the State at its full value, as now provided by law. We appreciate the efforts of the Governor of the State, Hon. Frederick D. Gardner, and the Auditor, Hon. Geo. H. Hackman, to bring about this result. We condemn the actions unreservedly of the other members of the State Board of Equalization in persistently refusing to cooperate in this important matter. These members are, the Hon. Frank W. McAllister, Attorney General; Hon. Geo. Middlekamp, Treasurer, and the Hon. John L. Sullivan, Secretary of State. As a direct result of this shortsighted policy, public schools of the State are in the midst of such a crisis as to reduce immeasurably their efficiency and possibly, the very foundation of the system itself is in jeopardy. We pledge ourselves to support only such candidates for those State offices who are also ex-officio members of the State Board of

Equalization in the next general election, who will commit themselves unqualifiedly to full assessment of all of the properties in the State.

XII.

Insofar as the funds of the State will justify the expenditure, we request the Executive Committee of this Association to give the widest publicity to the more important of these resolutions. Especially do we request that the teachers and school officers of the State shall be informed of the action of this Association.

(Signed) A. ROSS HILL, Chairman
C. A. PHILLIPS, Secretary

Supplementary Resolution No. 1. This Association hereby endorses the efforts of the American Home Economics Association to secure the enactment of a law by the National Congress putting Home Economics on an equal basis with Agriculture, and the trades and industries in the National Program of Vocational Education.

Supplementary Resolution No. 2. The thanks of the Association are hereby tendered to the press of St. Louis for the comprehensive reports they have made of our proceedings.

Supplementary Resolution No. 3. We endorse the Smith-Towner bill providing for a Department of Education and appropriating money for the aid of education by the Federal Government.

Supplementary Resolution No. 4. We thank the people of St. Louis for the splendid treatment accorded to us during this convention.

Supplementary Resolution No. 5. We wish to thank the United State Railroad Administration for the very courteous consideration which has been shown to the members of the Missouri State Teachers Association.

REPORT OF THE LEGISLATIVE COMMITTEE TO THE MISSOURI STATE TEACHERS' ASSOCIATION, NOVEMBER 8, 1919

Last fall, your Committee formulated a legislative program which was approved by the Executive Committee of the Association. This legislative program was submitted to the School Administration Section of the Association at its general meeting in Jefferson City and was unanimously approved.

In formulating our legislative program, we tried to take a broad, comprehensive view of the total situation as we found it. We sought the co-operation of many teachers and carefully considered all suggestions offered. Several important suggestions were considered that were not incorporated. Among these were a State Board for Educational Administration, the County Unit, and a constitutional amendment allowing the rural districts to vote one dollar for school purposes. Two of these—the County Unit and the constitutional amendment—were later incorporated in our program. Two bills were prepared by a Committee of County Superintendents which increased the salary of county superintendents and the other increasing their qualifications. Our program as finally presented to the General Assembly included fifteen measures as follows:

- First—A Constitution Convention.
- Second—Full time compulsory attendance law.
- Third—An increased appropriation for the State Department of Education.

Fourth—An appropriation for vocational education.

Fifth—A compulsory part-time school law.

Sixth—Vesting the supervision of the work of instruction in certain State institutions in the State Superintendent of Public Schools.

Seventh—A thorough system of State-wide physical education.

Eighth—Increasing the qualifications of the county superintendents of schools.

Ninth—Increasing the salary of the county superintendents of schools.

Tenth—Requiring common school districts in certain cases to pay the high school tuition of their own eighth grade graduates.

Eleventh—Changing the law governing the apportionment of public school funds so as to more nearly equalize the burden of taxation.

Twelfth—To amend Section 10,797 so as to allow districts to vote a special levy for equipment and supplies by a majority vote.

Thirteenth—Making it possible for the Board of Education to employ a superintendent or teacher for a term of three years.

Fourteenth—The County Unit Bill.

Fifteenth—The constitution amendment allowing the rural school districts to vote one dollar for school purposes under the same conditions as town and village districts do.

Two of these bills—numbers two and six—were also in the Children's Code. Of the fifteen measures, seven became laws—numbers two, three, four, five, nine, twelve, and fifteen. By no means the least important work of your Committee was contributing to the defeat of several proposed, vicious school laws. One of these was a bill that would practically repeal the Buford Consolidation Law. At least two of the bills that failed of enactment—the County Unit and physical education—were well worth while because of their educational value.

What we accomplished is a matter of record. Our partial success is due to the cooperation and support of the Association and to the many real friends of public education in the House and Senate. It is the opinion of your Committee that this Association has never made its influence felt in matters of school legislation as it can and as it should. We need a better, closer working organization. If we are to make our influence felt as it should be felt, we must perfect a close working organization of all the teachers in the State. In the past, we have waited too long to formulate our program and we have failed, in a measure to support it properly after it is formulated. We have been too timid, afraid that we might offend somebody. Our program is strictly nonpartisan. Why should we hesitate to put it before our people and ask their cooperation and support?

It is the opinion of your Committee that we should at this time formulate a legislative program for the period ending January, 1921. The following program is submitted as representing the minimum that should be considered at this time:

Legislative Program

1. That the Executive Committee, through its secretary or otherwise as it may determine, proceed immediately to formulate a State-wide campaign in support of the constitution amendment allowing rural schools to vote one dollar for school purposes.
2. That the Association pledge its support to the New Constitution Association in its efforts to secure a constitutional convention.
3. That we ask the General Assembly to pass the following school laws:
 - A. A minimum wage law conditioned by the preparation and experience of teachers.

- B. To provide a State-wide plan for physical education.
- C. To enact the County Unit Bill.

4. That the Executive Committee be instructed to take such steps as may be necessary for submitting by petition at the next general election two amendments to the State Constitution.

- A. To provide for a modern appointive State Board of Education removed from politics and safely guarded against periodic political changes, with the power to select the State Superintendent of Education.
- B. Providing for a State-wide school tax of twenty-five cents on the hundred dollars for the support of elementary and high schools.

5. That the State Association authorize the Legislative Committee to seek the cooperation of all organizations in the State known to be in sympathy with the above program.

CONSTITUTION AND BY-LAWS OF THE MISSOURI STATE TEACHERS' ASSOCIATION

CONSTITUTION

Article I—Name

This Corporation shall be known as the Missouri State Teachers' Association.

Article II—Object

Its object shall be the formation of a closer organization of the teachers of Missouri with purpose to bring about greater unity of action to advance the ideals and standards of the teaching profession, to secure the conditions necessary to the greatest efficiency of teachers and schools, and to promote the educational welfare of the State of Missouri.

Article III—Membership

Teachers actively engaged in educational work, including those in supervisory and administrative positions, may become active members of this Association upon the payment of annual or life membership dues. Any person interested in education may become an associate member, with full privileges, except the right to vote or hold office, on payment of annual dues. Life members at the time this section is adopted shall continue to be life members.

Article IV—Officers

The officers of this Association shall be a President, three Vice-Presidents, an Executive Committee, and a Secretary-Treasurer. The Executive Committee shall consist of the President and six other members, three men and three women. The officers of the Missouri State Teachers' Association at the time this constitution becomes effective shall serve until the Annual Meeting in 1920. Any active member of this Association shall be eligible to hold office or serve on any committee of this Association.

Article V—Election of Officers

Section 1. All officers of this Association, except the Secretary-Treasurer, shall be elected at the Annual Meeting of the Assembly of Delegates by majority vote of all members present and voting.

Section 2. The President and Vice-Presidents shall be elected annually. Members of the Executive Committee shall serve for three years. At the meeting of the Assembly of Delegates in 1920, two members of the Executive Committee shall be elected to serve for three years, two for two years, and two for one year. Thereafter, two members of the Executive Committee shall be elected

annually at the meeting of the Assembly of Delegates.

Section 3. The Executive Committee shall have power to fill all vacancies occurring after the Annual Meeting, but such appointees shall hold office only until the General Election at the Annual Meeting next following.

Section 4. The Secretary-Treasurer shall be elected by the Executive Committee for a term not to exceed three years, and may receive compensation at the discretion of the Executive Committee. He shall furnish bond for the safe care and keeping of the funds of the Association in a sum to be fixed by the Executive Committee, the premium for the same to be paid by the Association.

Section 5. No officer of this Association, except the Secretary-Treasurer, shall receive any compensation for services rendered.

Article VI—Duties of Officers

Section 1. The Officers of this Association shall perform such duties and make such reports as customarily pertain to their respective offices, and shall perform such other duties as may be required herein, or may be required by resolution of the Assembly of Delegates.

Section 2. It shall be the especial duty of the President, with the advice and assistance of the Executive Committee, to prepare the program for the Annual Meeting, and to submit a copy of the same to the Executive Committee in time for publication and distribution as required in Section 5 of this Article.

Section 3. Annual Meetings of the Executive Committee shall be held in Jefferson City during the third week of the month of June, and at the time and place of the Annual Meeting of this Association. Other meetings of the Executive Committee may be held at the call of the Chairman, due notice being given, and meetings shall be called by its Chairman upon written request of three of its members.

Section 4. The Executive Committee, subject to the provisions of the Constitution, shall have general charge of the work of the Association and shall have power to do all that may be necessary to fulfill the purposes of the Association, as herein set forth.

Section 5. The Executive Committee shall provide each member of the Association with a copy of the program at least one month before the Annual Meeting. It shall designate the amount to be expended for the Annual Meeting, but said amount shall in no case exceed one-fourth of the total receipts of the previous year. It shall have in charge the finances of the Association and the enrollment of members. It shall make all appropriations and authorize all expenditures and contracts. It shall have power to apportion the percentage of funds to go to the District Associations or Divisions, in accordance with the provisions of Article XI, Section 2.

Section 6. The Executive Committee shall make necessary arrangements for the establishment of an official organ of the Association to be published at least monthly, beginning not later than June 1, 1920.

Section 7. The Executive Committee shall constitute a permanent committee on Welfare of Teachers, and shall be authorized to appoint a special Committee on Legislation for each session of the State Legislature. The Executive Committee, at its first meeting after the adoption of this Constitution, and annually thereafter, shall appoint a special Committee on Sources of Larger Revenue, to be made up of three members, whose duty it shall be to investigate sources of larger revenues for educational purposes and to make recommendations to the Executive Committee at the earliest possible date, and at least once a year thereafter. The Executive Committee shall appoint in like manner a special Committee on Teachers' Salaries and Term of Office, to be made up of three members, whose duty it shall be to investigate teachers' salaries and term of office in Missouri and make recommendations, including a scale of salaries, to the Executive Committee at the earliest possible date and at least once a year thereafter. The Executive Committee shall take such immediate action as seems advisable and shall report thereon to the Annual Meeting of the Assembly of Delegates. The Executive Committee shall appoint, in like manner, a Committee on Professional Standards and Ethics to consist of three members whose duty it shall be to make recommendations thereon to the Executive Committee.

mittee and to the Assembly of Delegates. The reports of these several committees shall be presented in full by the Executive Committee to the Assembly of Delegates. It shall be the duty of the Executive Committee to set aside for these Committees sufficient funds to defray traveling expenses to necessary meetings and to insure careful investigation and authoritative reports.

Section 8. The Executive Committee shall keep a permanent record of all its proceedings and shall present to the Assembly of Delegates a report of its actions and recommendations.

Section 9. The Executive Committee shall receive actual traveling expenses, including railroad fare and hotel bills, while attending their necessary meetings.

Article VII—Assembly of Delegates

Section 1. The Assembly of Delegates shall be the legislative body of this Association. It shall have the power to transact all business of the Association at the Annual Meeting, to enact legislation relative to the Association, and to make general regulations governing the work of the Executive Committee and of the Community Associations. It shall meet annually, holding its first session on the first day of the Annual Meeting at an hour and place to be designated in the program.

Section 2. Each Community Association, as defined in Article VIII, Section 1, shall be entitled to one delegate for the first twenty-five members and to one additional delegate for each additional twenty-five members or major fraction thereof. In the election of delegates from any Community Association having more than one delegate at least half of such delegates shall be classroom teachers. The first delegate elected from each Community Association, each year, shall be a class-room teacher; provided that in cities in which separate Community Associations are formed by the grade teachers, the high school teachers, and the administrative officers, this provision shall not apply; and provided further, that any Community Association may, by express vote, at the meeting called for the selection of delegates, waive the provision requiring the selection of a classroom teacher as the first delegate.

Section 3. Representatives of the Community Associations shall be elected within thirty days next before the Annual Meeting of this Association.

Section 4. Delegates shall not be entitled to seats in the permanent organization of the Assembly of Delegates until credentials in the form of a Certificate of Election shall have been approved by a Committee on Credentials, selected by the Executive Committee. This Certificate of Election shall set forth the names of at least a quorum of members present at the Community Association meeting, and shall be signed and attested by its Chairman and Secretary. An appeal from the decision of the Committee on Credentials may be taken to the Assembly of Delegates, but in case of such appeal, the roll having the right to decide the appeal shall be the roll of uncontested delegates.

Section 5. The Chairman of the Executive Committee shall call the Annual Meeting of the Assembly to order. The first order of business after the report and adoption of the Committee on Credentials, shall be the election of a permanent chairman. The Secretary-Treasurer of this Association shall be the Secretary of the Assembly of Delegates, but in his absence the Assembly shall choose a temporary secretary.

Section 6. The Assembly of Delegates shall appoint a Committee on Necrology and a Committee on Resolutions in such manner that they shall be continuous bodies. Present members of these committees shall serve until the expiration of the terms for which they were appointed. No resolutions requiring expenditure of money shall be reported which shall not contain the clause "provided the unappropriated funds in the Treasury of the Association will justify such expenditure."

Section 7. One hundred and fifty members of the Assembly of Delegates shall constitute a quorum for the transaction of business.

Section 8. In all voting in the Assembly of Delegates each accredited delegate shall be entitled to one vote, but for the purpose of facilitating the roll call, the announcement of the vote shall be made by counties, except for St. Louis, Kansas City, and St. Joseph, which shall be made by cities. The delegates from any Community Association present at the Assembly of Delegates

shall cast the entire vote to which that Community Association is entitled in the Assembly.

Article VIII—Local Organization

Section 1. Any group of teachers, qualified as active members of this Association, to the number of twenty-five or more, may form a local organization to be an integral part of this Association and to be known by the name *Community Teachers' Association*: Provided, That teachers in affiliating with a Community Association shall not go outside the county in which they teach. Nor shall any person belong to more than one Community Association. Any group of teachers organizing a Community Association in accordance with the provisions of this section shall notify the Secretary-Treasurer of this Association. Such notification shall be accompanied by a list of names of the teachers forming the Community Association, by the names of the officers of the Community Association, and by the dues to the State Association for said teachers for one year, unless said dues have already been paid for the current fiscal year. If the Executive Committee, acting through the Secretary-Treasurer, finds that the names are those of *bona fide* active members, and that in its organization the proposed Community Association has complied with the provisions of this Constitution, it shall be recognized as an integral part of the State Association.

Section 2. The officers of a Community Association shall consist of a Chairman, a Vice Chairman, and a Secretary-Treasurer, to be elected annually on the third Saturday in September.

Section 3. The officers of the Community Association shall perform the duties which customarily pertain to their respective offices. In addition, it shall be the duty of the Chairman, or, in his absence, of the Vice Chairman, immediately upon notice from the Executive Committee of this Association, to call together the members of the Community Association within the number of days stipulated by the Executive Committee to receive any communication from the Executive Committee or to take a vote upon any proposition which the Executive Committee thinks advisable to place before the Community Association. The result of the meeting shall be reported within one day by the Secretary of the Community Association to the Secretary of the State Teachers' Association. The Secretary-Treasurer of the Community Association shall account to the Community Association for all funds paid to him, submitting an itemized account at least twice a year. He shall furnish, also, at any time, any records or statements requested by the Executive Committee of this Association. In case any officer of a Community Association fails to perform his duty in accordance with the provisions of this section, his office may be declared vacant by the Executive Committee, and it shall be the duty of the Community Association at the next meeting to fill vacancies so created.

Section 4. Twenty-five members of a Community Association shall constitute a quorum to do business, provided that in any such Association with less than fifty and more than thirty members, fifteen shall constitute a quorum, and that in any such Association with thirty members or less, ten shall constitute a quorum.

Article IX—Annual Meetings

Meetings of this Association shall be held annually at such date and place as may be determined by a majority vote of the Assembly of Delegates. However, in the event of the inability of the Executive Committee to make satisfactory arrangements for the accommodation and comfort of the members at any time or place selected, said Executive Committee shall have full power to change time and place of the Annual Meeting.

Article X—Program for Annual Meetings

The Executive Committee, through the President of the Association, shall have charge of arranging the general program and supervision of arranging the department programs for the Annual Meetings.

Article XI—Dues

Section 1. The Annual Membership Dues of this Association shall be two

dollars (\$2.00) and shall include subscription for the year to the official publication of this Association. Life membership dues shall be twenty dollars (\$20.00) and shall include life subscription to the official publication. The receipts from life memberships shall be invested by the Executive Committee and the interest only shall be used. Life memberships existing at the time of the adoption of this section shall not include subscription to the official organ of this Association, except that by payment of ten dollars (\$10.00) additional such membership shall include life subscription to such official publication.

Section 2. Membership dues shall be paid to the Secretary-Treasurer of the Community Associations, or to the Secretary-Treasurer of the State Association. The Community Associations shall retain for their own purpose 10 per cent of all dues paid by their memberships, the remainder being paid over to the Secretary-Treasurer of the State Association. The District Associations or Divisions now receiving funds from the State Association shall receive from the State Association 25 per cent of all dues paid by the memberships in their districts. These districts are the Northeast Missouri Teachers College District, the Central Missouri Teachers College District, the Southeast Missouri Teachers College District, the Southwest Missouri Teachers College District, the Northwest Missouri Teachers College District, the City of St. Louis, Kansas City, and the City of St. Joseph. The remaining 65 per cent shall be held by the Secretary-Treasurer of the State Association for the purposes of this Association.

Section 3. The fiscal year of this Association shall begin June 16 and end the following June 15.

Section 4. No persons except active members whose dues are paid shall be entitled to vote, to be represented in the Assembly of Delegates, or to hold office in this Association or in any Community Association.

Article XII—Initiative and Referendum

Section 1. During the interim between the Annual Meetings of the Assembly of Delegates the Executive Committee may by a majority vote refer or propose any measure to the Community Associations for decision: Provided, That no measure previously passed by the Assembly of Delegates shall be referred to the Community Associations except upon a two-thirds vote of the Executive Committee.

Section 2. The Community Association may initiate legislation as follows: Whenever, by a majority vote of all members belonging to each Community Association, fifty Community Associations shall request that any measure be proposed to the Community Associations of the State for passage, or that any measure previously passed by the Assembly of Delegates shall be referred to the Community Associations for amendment or repeal, it shall be the duty of the Secretary-Treasurer of the State Association, within ten days after such action has been made officially known to him, to give notice to the Chairmen of all Community Associations to call special meetings within ten days to vote upon the measure thus initiated.

Section 3. In any case in which a measure is proposed or referred to the Community Associations, either by the Executive Committee or by initiation of the Community Associations, as provided in Sections 1 and 2 of this Article, a majority vote of all the members of this Association voting in the Community Associations on such measure shall be sufficient to pass the measure, and shall be binding upon all Community Associations of the State and upon the officers of this Association. Such legislation shall have the same authority as a measure passed by the Assembly of Delegates. It may repeal any previous act of the Assembly of Delegates, and may in turn be repealed by any subsequent action of the Assembly of Delegates or by a later vote of the Community Associations as provided in this article.

Section 4. The Executive Committee shall make proper provisions for the canvassing of the vote upon any measure referred to or initiated by the Community Associations.

Article XIII—Official Proceedings and Publications

The proceedings of the Annual Meetings shall be published in the official publication of the Association.

Article XIV—The State Reading Circles

Section 1. The State Reading Circles shall be encouraged in every possible way by the Association. Their financial management shall be under the control of the Executive Committee of this Association, and the Secretary-Treasurer of the Association shall conduct the routine business of the State Reading Circles under direction of the Executive Committee.

Section 2. The Reading Circle Board shall consist of five members, as follows: The President of this Association, the State Superintendent of Public Schools, and three members appointed by the Executive Committee, one each year for a term of three years. The present members shall hold until the expiration of the term for which they were appointed.

Section 3. There shall be held annually one joint meeting of the Executive Committee and the Reading Circle Board, the time and place to be designated by the President of the Association. The Reading Circle Board shall select such publications and arrange such course of study as in their judgment may lead to the better professional equipment of the teachers of the State and to the strengthening of habits of profitable reading among the pupils of the State. The Board shall make a report of all its proceedings to the Executive Committee, and this report, together with a statement of the receipts and expenditures of the Reading Circle business, shall be laid before the Assembly of Delegates at the Annual Meeting by the Executive Committee and shall be published with the proceedings of the meeting.

Article XV—Amendments

This Constitution may be altered or amended at any regular meeting of the Assembly of Delegates by a majority vote of the delegates present and voting; but any proposed change must be submitted in writing to the Secretary-Treasurer of this Association at least sixty days before the Annual Meeting; must be brought before the Community Associations for consideration by publication in the official organ of this Association; must be published in the Annual program, and must be read before the Assembly of Delegates at least twenty-four hours before it is acted upon.

This Constitution may also be amended by the Initiative and Referendum, as described in Article 12, Section 2, provided that the proposed amendment be submitted to the Secretary at least sixty (60) days before it is voted on, and be published in the official organ of the association, thirty (30) days before being voted on.

Article XVI

This Constitution shall take effect at the close of the 1919 meeting.

BY-LAWS

Law I—Rules of Order

The proceedings of this Association shall be governed by "Robert's Rules of Order."

Law II—Nomination of Officers and Selection of Time and Place

The nomination of officers in the Assembly of Delegates and the recommendation of the time and place of the next Annual Meeting shall be made each year by committees selected by the Assembly of Delegates in accordance with provisions to be adopted by it. Until such provisions are adopted, these committees shall each consist of one member from each Congressional District, said members to be chosen by the members of the Assembly of Delegates at the first session after the report of the Committee on Credentials, the members from each Congressional District organizing separately for this purpose. When from any cause a committeeman is not elected from any Congressional District, the Chairman of the Assembly of Delegates shall appoint a member to represent that district. These committees shall report at such time as they are directed by the Assembly.

Law III—Legislation on Teachers' Salaries

It shall be the duty of the Executive Committee to use every effort to secure more adequate salaries for teachers. It shall hold a meeting within two

weeks after the adoption of this Constitution to consider this matter. In conjunction with the Legislative Committee it shall actively seek the co-operation of other organizations in the State capable of rendering assistance. The Assembly of Delegates at the Annual Meeting in 1920, after a permanent organization has been effected and committees have been appointed, shall make the first order of business the full consideration of measures necessary to be taken in order to secure recognition of the just dues of teachers in connection with salaries.

Law IV—Papers

Each paper read before the Association or any department thereof shall be furnished the Secretary for filing, or for publication, if demanded by the Executive Committee.

Law V—Departments

The Association consists of the following departments:

1. Department of Universities, Colleges, Teachers Colleges, and Junior Colleges.

2. Department of School Administration.
3. Department of Secondary Schools.
4. Department of Elementary Schools.
5. Department of History and Government.
6. Department of Science.
7. Department of Mathematics.
8. Department of Music.
9. Department of Applied Arts and Science.
10. Department of Classics.
11. Department of Educational Council.
12. Department of English.
13. Department of Libraries.
14. Department of Rural Schools.
15. Department of Household Arts and Sciences.
16. Department of Teachers of Education.
17. Department of Kindergarten-Primary.
18. Department of Commercial Training.
19. Department of Parent-Teacher Association.
20. Department of Reading and Public Speaking.
21. Department of Geography.
22. Department of Folk-Lore Society.
23. Department of Agriculture.
24. Department of Modern Languages.
25. Department of Physical Training.

Any of the above-named departments may be discontinued or merged with other departments and other departments may be added at the discretion of the Executive Committee.

Each department shall select its own officers, make its own program, and report its proceedings to the Secretary of this Association within five days after adjournment of the Annual Meeting.

Law VI—Amending the By-Laws

These By-Laws may be altered or amended at any regular meeting of the Assembly of Delegates, by a majority vote; but any proposed changes must be submitted in writing at the first session of the Assembly of Delegates and must be read before the Assembly of Delegates at least twenty-four hours before it is acted upon.

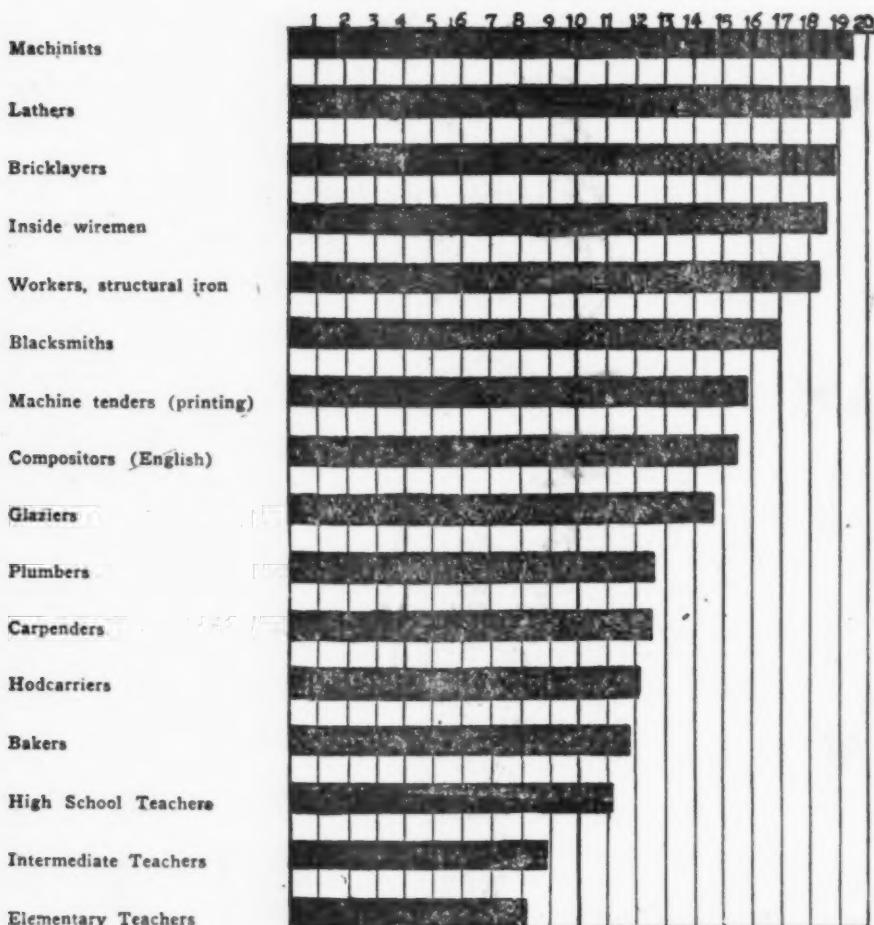
At the time of such preliminary reading the time when the proposed amendment will be submitted to vote must be stated.

NOTE—This Constitution was adopted at St. Louis, Nov. 8, 1919.

BULLETIN
CHART V

CHART SHOWING COMPARISON OF TEACHERS' SALARIES IN SECTION "C"
WITH THE UNION SCALE OF WAGES FOR CERTAIN OCCUPATIONS IN
THE SAME SECTION AS INDICATED BY THE AVERAGE OF THE
WAGES PAID IN CHICAGO AND CLEVELAND.

SALARY IN HUNDREDS OF DOLLARS



1. Section C includes Ohio, Ill., Ind., Mich., and Wis.
2. Taken from Table LX.

CHART FROM EVENDEN'S "TEACHERS' SALARIES AND SALARY SCHEDULES"

(For further details, see Evenden, pages 109-110.)

This chart shows that teachers are more poorly paid than the leading groups of skilled workers. In Missouri, the salaries of teachers in the high schools and in the elementary schools of the medium sized cities and of the small towns are far less than the low salaries of teachers shown on this chart. The salaries of rural teachers in Missouri average less than \$500 or less than two-thirds of the average salaries of the elementary teachers in Section C comprising Ohio, Illinois, Indiana, Michigan and Wisconsin.

